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November 25, 2019

Dear _____:

As Members of the Congressional Asian Pacific American Caucus (CAPAC), we write to inquire about your newsroom's diversity and inclusion practices for the Asian American and Pacific Islander (AAPI) community. CAPAC was founded in 1994 and is composed of 74 Members of Congress, including members who are of Asian or Pacific Islander descent and those who represent large AAPI constituencies. Our caucus is fully committed to protecting and advancing the needs, interests, and aspirations of the AAPI community, and we believe it is critical that news organizations reflect the diversity of our country.

According to the U.S. Census Bureau, AAPIs are the fastest growing racial population in the United States and make up approximately 7% of the total U.S. population. AAPIs also exercise significant spending power with AAPI consumers spending over \$1 trillion in 2018 alone. Moreover, AAPIs are one of the fastest growing voting populations and increased their voter participation rate in the 2018 midterm elections by the largest amount of any racial group. In fact, a report released by the University of California Los Angeles' Center for the Study of Inequality notes that the number of AAPI registered voters in the United States will more than double from 5.9 million to 12.2 million by 2040.

Despite these gains, AAPIs continue to remain underrepresented within mainstream media, including within newsrooms that continue to overlook our community. For instance, AAPIs are often left out of network-conducted polling on issues that range from immigration to gun violence prevention even though this data is reported for other minority groups. We also lack representation in everything from senior leadership roles within news networks to producers, onscreen talent, and paid television contributors, particularly on your marquee programs.

It is critical that news organizations implement policies that enable AAPIs to be represented within the newsroom and allow the perspectives of our community to be heard on your network. Therefore, we ask that you provide the following information regarding what you are doing to ensure that AAPIs obtain equal representation both on camera and behind the scenes:

1. The steps you are taking to increase the number of AAPI paid television contributors and address the current pay inequities AAPI commentators face.
2. The current number of AAPIs included in the ranks of your executive news managers, producers, and direct reports, including the percentage of AAPIs at this level.
3. The current number of AAPI anchors on your news network, including the percentage of AAPIs in this role.
4. Specific examples of programs and initiatives you employ to advance diversity, inclusion and engagement throughout your organization, including efforts to cultivate new AAPI talent and build a diverse pipeline.
5. Any other information you would like to furnish about your diversity and inclusion efforts in the AAPI community.

We ask that you report to us on the steps you are taking to address these inequities and ensure that AAPIs have equal representation in your newsroom. Thank you for your prompt attention to this request.

Sincerely,

JUDY CHU
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